

## 1700 Department of Fair Employment and Housing

The Department of Fair Employment and Housing is responsible for protecting the people of California from unlawful discrimination in employment, housing and public accommodations, and from the perpetration of acts of hate violence.

The Department's jurisdiction extends to individuals, private or public entities, housing providers, and business establishments within the State of California.

### 3-YR EXPENDITURES AND POSITIONS (Summary of Program Requirements)

	Positions			Expenditures		
	2005-06	2006-07	2007-08	2005-06*	2006-07*	2007-08*
50 Administration of Civil Rights Law	187.0	212.0	228.2	\$18,115	\$21,723	\$24,370
<b>TOTALS, POSITIONS AND EXPENDITURES (All Programs)</b>	<b>187.0</b>	<b>212.0</b>	<b>228.2</b>	<b>\$18,115</b>	<b>\$21,723</b>	<b>\$24,370</b>
<b>FUNDING</b>				<b>2005-06*</b>	<b>2006-07*</b>	<b>2007-08*</b>
0001 General Fund				\$13,661	\$16,007	\$18,641
0890 Federal Trust Fund				4,454	5,716	5,729
<b>TOTALS, EXPENDITURES, ALL FUNDS</b>				<b>\$18,115</b>	<b>\$21,723</b>	<b>\$24,370</b>

### LEGAL CITATIONS AND AUTHORITY

#### DEPARTMENT AUTHORITY

Government Code, Title 2, Division 3, Part 2.8 (Section 12900 et seq.); and Civil Code Sections 51, 51.5, 51.7, 54, 54.1, and 54.2.

### MAJOR PROGRAM CHANGES

- Improve Housing Case Processing - The Governors Budget includes \$873,000 General Fund and 6.7 positions to improve case processing and service to individuals that file a housing discrimination complaint.

### DETAILED BUDGET ADJUSTMENTS

	2006-07*			2007-08*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
<b>Baseline Adjustment Descriptions</b>						
• Legal and Administrative Support	\$-	\$-	-	\$1,499	\$-	9.5
• Improve Housing Case Processing	-	-	-	873	-	6.7
• Decentralize and Relocate the Los Angeles District Office	-	-	-	400	-	-
• Employee Compensation Adjustment	643	215	-	588	196	-
• Retirement Rate Adjustment	119	-	-	119	-	-
• Price Increase	-	-	-	88	32	-
• Other Baseline Adjustments	7	-7	-	7	-7	-
• One Time Cost Reductions	-	-	-	-170	-	-
<b>Totals, Baseline Adjustments</b>	<b>\$769</b>	<b>\$208</b>	<b>-</b>	<b>\$3,404</b>	<b>\$221</b>	<b>16.2</b>
<b>TOTALS, BUDGET ADJUSTMENTS</b>	<b>\$769</b>	<b>\$208</b>	<b>-</b>	<b>\$3,404</b>	<b>\$221</b>	<b>16.2</b>

### PROGRAM DESCRIPTIONS (Program Objectives Statement)

#### 50 ADMINISTRATION OF CIVIL RIGHTS LAW

The Department of Fair Employment and Housing has jurisdiction over both private and public entities operating within the State of California. The Department promotes equal opportunity in employment, housing and public accommodation and works to eliminate discrimination in employment, housing, and public accommodation and acts of hate violence. Additionally, the Department educates the public as to their rights and responsibilities under the Fair Employment and Housing Act and by engaging in outreach activities.

\* Dollars in thousands, except in Salary Range.

## 1700 Department of Fair Employment and Housing - Continued

### DETAILED EXPENDITURES BY PROGRAM (Program Budget Detail)

		2005-06*	2006-07*	2007-08*
<b>PROGRAM REQUIREMENTS</b>				
<b>50</b>	<b>ADMINISTRATION OF CIVIL RIGHTS LAW</b>			
<b>State Operations:</b>				
0001	General Fund	\$13,661	\$16,007	\$18,641
0890	Federal Trust Fund	4,454	5,716	5,729
<b>Totals, State Operations</b>		<b>\$18,115</b>	<b>\$21,723</b>	<b>\$24,370</b>
<b>TOTALS, EXPENDITURES</b>				
State Operations		18,115	21,723	24,370
<b>Totals, Expenditures</b>		<b>\$18,115</b>	<b>\$21,723</b>	<b>\$24,370</b>

### EXPENDITURES BY CATEGORY (Summary By Object)

1 State Operations	Positions			Expenditures		
	2005-06	2006-07	2007-08	2005-06*	2006-07*	2007-08*
<b>PERSONAL SERVICES</b>						
Authorized Positions (Equals Sch. 7A)	187.0	223.2	223.2	\$10,400	\$12,092	\$12,337
Total Adjustments	-	-	17.0	-	669	1,760
Estimated Salary Savings	-	-11.2	-12.0	-	-629	-704
<b>Net Totals, Salaries and Wages</b>	<b>187.0</b>	<b>212.0</b>	<b>228.2</b>	<b>\$10,400</b>	<b>\$12,132</b>	<b>\$13,393</b>
Staff Benefits	-	-	-	3,841	4,583	5,193
<b>Totals, Personal Services</b>	<b>187.0</b>	<b>212.0</b>	<b>228.2</b>	<b>\$14,241</b>	<b>\$16,715</b>	<b>\$18,586</b>
<b>OPERATING EXPENSES AND EQUIPMENT</b>				<b>\$3,874</b>	<b>\$5,008</b>	<b>\$5,784</b>
<b>TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)</b>				<b>\$18,115</b>	<b>\$21,723</b>	<b>\$24,370</b>

### DETAIL OF APPROPRIATIONS AND ADJUSTMENTS (Reconciliation with Appropriations)

1 STATE OPERATIONS	2005-06*	2006-07*	2007-08*
<b>0001 General Fund</b>			
<b>APPROPRIATIONS</b>			
001 Budget Act appropriation	\$13,668	\$15,237	\$18,641
Allocation for employee compensation	35	644	-
Adjustment per Section 3.60	-34	119	-
Adjustment per Section 4.75 Statewide Surcharge	-	7	-
<b>Totals Available</b>	<b>\$13,669</b>	<b>\$16,007</b>	<b>\$18,641</b>
Unexpended balance, estimated savings	-8	-	-
<b>TOTALS, EXPENDITURES</b>	<b>\$13,661</b>	<b>\$16,007</b>	<b>\$18,641</b>
<b>0890 Federal Trust Fund</b>			
<b>APPROPRIATIONS</b>			
001 Budget Act appropriation	\$5,484	\$5,508	\$5,729
Allocation for employee compensation	-	215	-
Adjustment per Section 3.60	-14	-	-
Adjustment per Section 4.75 Statewide Surcharge	-	-7	-
Budget Adjustment	-1,016	-	-
<b>TOTALS, EXPENDITURES</b>	<b>\$4,454</b>	<b>\$5,716</b>	<b>\$5,729</b>
<b>TOTALS, EXPENDITURES, ALL FUNDS (State Operations)</b>	<b>\$18,115</b>	<b>\$21,723</b>	<b>\$24,370</b>

\* Dollars in thousands, except in Salary Range.

## 1700 Department of Fair Employment and Housing - Continued

### CHANGES IN AUTHORIZED POSITIONS

	Positions			Expenditures		
	2005-06	2006-07	2007-08	2005-06*	2006-07*	2007-08*
Totals, Authorized Positions	187.0	223.2	223.2	\$10,400	\$12,092	\$12,337
Salary Adjustments	-	-	-	-	669	524
<b>Proposed New Positions:</b>				<b>Salary Range</b>		
Enforcement of Civil Rights Law:						
District Administrator, FEH	-	-	1.0	5,393-6,506	-	71
FEH Consultant II	-	-	5.0	4,255-5,172	-	283
Office Technician	-	-	1.0	2,598-3,157	-	35
Legal Programs:						
Sr FEH Counsel III, Specialist	-	-	6.0	7,682-9,478	-	618
Administrative Services:						
Staff Services Manager I	-	-	2.0	4,912-5,926	-	130
Senior Accounting Officer, Spec	-	-	1.0	4,255-5,172	-	57
Staff Services Analyst	-	-	1.0	2,724-4,300	-	42
<b>Totals, Proposed New Positions</b>	<b>-</b>	<b>-</b>	<b>17.0</b>	<b>\$-</b>	<b>\$-</b>	<b>\$1,236</b>
<b>Total Adjustments</b>	<b>-</b>	<b>-</b>	<b>17.0</b>	<b>\$-</b>	<b>\$669</b>	<b>\$1,760</b>
<b>TOTALS, SALARIES AND WAGES</b>	<b>187.0</b>	<b>223.2</b>	<b>240.2</b>	<b>\$10,400</b>	<b>\$12,761</b>	<b>\$14,097</b>

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